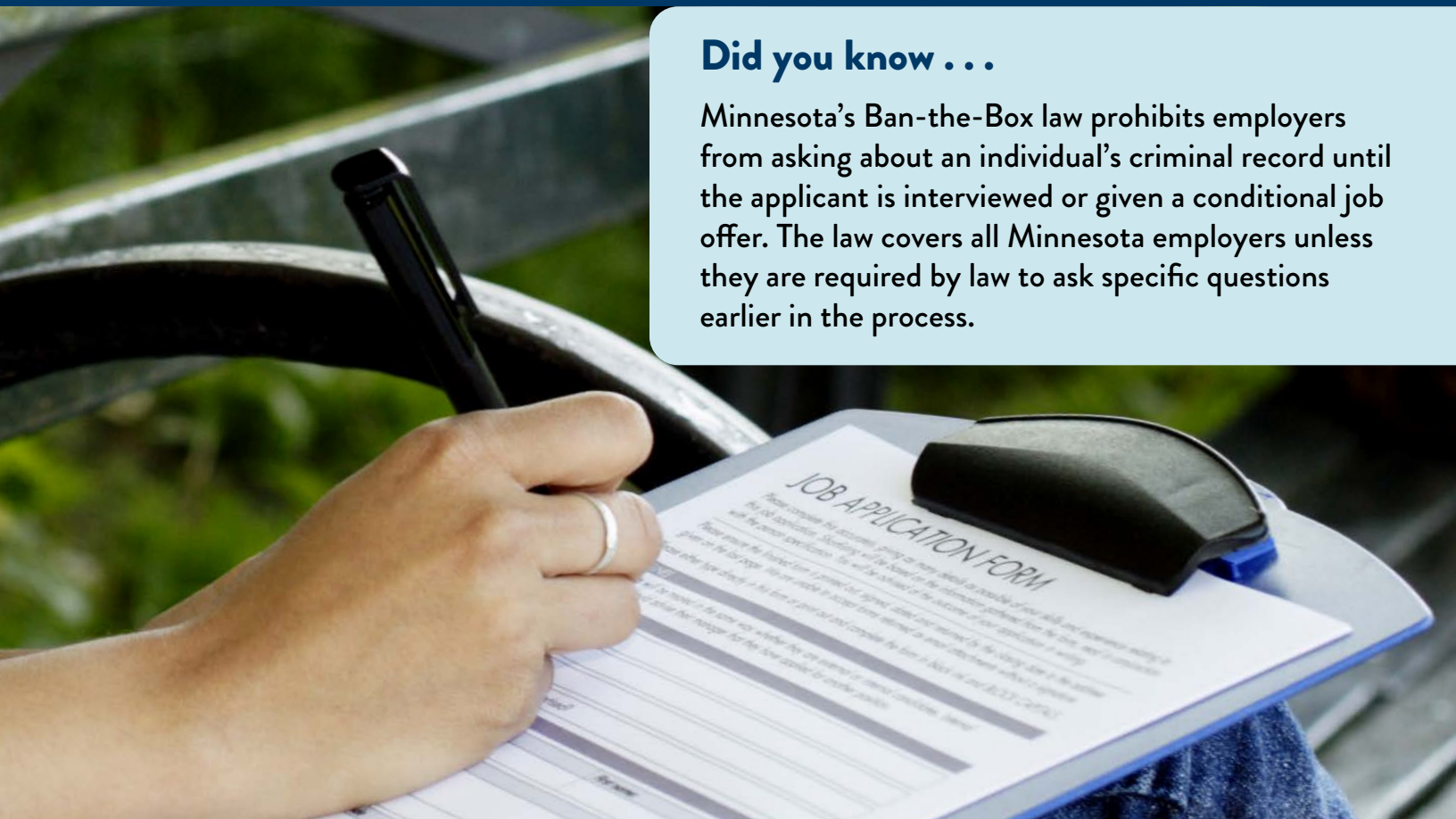


# Criminal Record?

## Know about the Ban-the-Box law.

### Did you know . . .

Minnesota's Ban-the-Box law prohibits employers from asking about an individual's criminal record until the applicant is interviewed or given a conditional job offer. The law covers all Minnesota employers unless they are required by law to ask specific questions earlier in the process.



### Exemptions . . .

Federal and state laws require some employers to ask applicants about their criminal background history. If you see a question on an application asking for criminal history information, ask the employer what law requires them to request that information. If the employer fails to identify a law or if you have additional concerns, contact the Minnesota Department of Human Rights at 651.539.1100, or online to report possible violations:

**[mn.gov/mdhr](https://mn.gov/mdhr)**



Freeman Building | 625 Robert Street North, St. Paul MN, 55155  
Tel 651.539.1100 | Toll Free 1.800.657.3704 | MN Relay 711 or 1.800.627.3529 | [mn.gov/mdhr](https://mn.gov/mdhr)

*MDHR Ban-the-Box Campaign, 2018*